

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RECRUITMENT CELL

No.F.9-38/2019-Estt.(RCT)

Ansari Nagar, New Delhi-29  
Dated the :

14 MAR 2020

**MEMORANDUM**

Subject: - Identification of posts suitable for persons with benchmark disability in pursuance of the provisions made in the Right of Persons with Disabilities Act, 2016.

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Vide OM No.34-16/2-18-DD.III dated 12.12.2018 of Ministry of Social Justice and Empowerment and OM No.C.30016/01/2017-SC dated 10.1.2019 of Ministry of Health & Family Welfare whereby it was advised to constitute an Expert Committee for the purpose of identification of posts suitable for all the categories of disabilities identified under Section 34(1) of the RPwD Act, 2016. Accordingly, the AIIMS, New Delhi had constituted a Committee for identification of posts suitable for persons with benchmark disabilities in pursuance of the provisions made in the Right of Persons with Disabilities Act, 2016 vide Office Memorandum No.F.9-38/2019-Estt.(RCT) dated 18.7.2019/26.8.2019.

The Committee examined the provisions of RPwD Act, 2016, jobs/duties expected to be performed by the incumbents in various post(s), physical/functional requirement to carry out the job assigned to these posts, identify various posts which can be reserved for persons with various kinds of disabilities through direct recruitment/promotions.

After taking all relevant factors into consideration, the committee identified various posts to be reserved for peoples with specific type of disability for direct recruitment and Group C promotional posts to be reserved for PWBD candidates.

The report of the Committee along with all its Annexure is placed herewith for information/perusal of all concerned.

(B.S. GILL)  
Sr. Admn. Officer

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AIIMS website (for information of all concerned)



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REPORT OF THE COMMITTEE CONSTITUTED FOR IDENTIFICATION OF POSTS SUITABLE FOR PERSONS WITH BENCHMARK DISABILITIES IN PURSUANCE OF THE PROVISIONS MADE IN THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016.

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A committee was constituted for identification of posts suitable for persons with benchmark disabilities in pursuance of the provisions made in the Right of Persons with Disabilities Act, 2016 vide Office memorandum No.F.9-38/2019-Estt.(RCT) dated 18.7.2019/26.8.2019. The composition of the committee is as under:-

- |     |  |   |                  |
|-----|--|---|------------------|
| 1.  | Sh. Subhasish Panda,<br>Deputy Director (Administration) | : | Chairman         |
| 2.  | Dr. R.K. Chadda,<br>HOD, Psychiatry                      | : | Member           |
| 3.  | Dr. Sanjay Wadhwa,<br>Prof. Dept. of PMR                 | : | Member           |
| 4.  | Dr. Radika Tandon,<br>Prof. Dr. R. P. Centre             | : | Member           |
| 5.  | Dr Alok Thakar,<br>Prof. Dept. of ENT                    | : | Member           |
| 6.  | Dr. Rohit Bhatia,<br>Professor, Deptt. of Neurology      | : | Member           |
| 7.  | Dr. Sujata Satpathy,<br>Prof. Dept. of Psychiatry        | : | Member           |
| 8.  | Dr. Sanjay Kumar Arya,<br>Chief Administrative Officer   | : | Member           |
| 9.  | Dr. Suman Jain,<br>Profesor, Department of Physiology    | : | Member           |
| 10. | Dr. Manish Soneja,<br>Asso. Prof. Dept. of Medicine      | : | Member           |
| 11. | Dr. Bhavuk Garg,<br>Assoc. Prof., Deptt. of Orthopaedics | : | Member           |
| 12. | Shri K.V.S. Rao,<br>Director, MoS                        | : | Member           |
| 13. | Sh. B.S. Gill<br>Administrative Officer                  | : | Member-Secretary |

As per existing guideline/instructions with regard to reservation for persons with disabilities in posts and services, four percent of the posts/cadre in case of direct recruitment to Group A, B, C&D posts/services are to be reserved for persons with benchmark disabilities. One per-cent of posts are to be reserved for persons with benchmark disabilities detailed below as a), b) & c) and one per-cent for persons with benchmark disabilities under clauses d) and e):-

- a. Blindness and low vision;

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- b. Deaf and hard of hearing;
- c. Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
- d. Autism, intellectual disability, specific learning disability and mental illness;
- e. Multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities.

Reservation is also applicable for persons with disability in Group 'C' promotional posts.

For the purpose of giving required percentage to the persons with disability at the AIIMS, New Delhi, an exercise for identification of posts was required to be made and accordingly, the Director, AIIMS had constituted this committee for the purpose.

Three meetings of the committee were held on 22.7.2019, 30.8.2019 and 26.9.2019. Dr. S.K.V. Rao, Director, Ministry of Social Justice and Dr. Bhavuk Garg, Associate Professor, Deptt. of Orthopaedics could not attend any of these meetings.

Summary of deliberations in these meetings is as below:

The Committee noted that Banaras Hindu University (BHU) has identified posts for provision of reservation to Person with Disabilities through Direct Recruitment. Since AIIMS, New Delhi has many posts which are identical to posts in existence at BHU, therefore, the same was used as a reference / starting point for the deliberation of this committee.

The Committee also examined the provisions of RPWD Act, 2016, jobs/duties expected to be performed by the incumbents in various post(s), physical/functional requirement to carry out the job assigned to these posts to be able to, identify various posts which can be reserved for persons with various kinds of disabilities through Direct Recruitment/promotions. After taking all relevant factors into consideration, the committee identified various posts to be reserved for peoples with specific type of disabilities for direct recruitment (Annexure-~~AI~~).

Likewise, the Committee has also identified various Group C promotional posts to be reserved for PWBD (Annexure-~~BI~~).


The Committee noted that as a measure of abundant caution and to prevent a scenario where someone is recruited for a post under PWBD category but later on it is found that the selected person is not in a position to carry out the essential activities which are required to discharge duties attached to a post, proposed that PWBD candidates with disabilities mentioned in Section 32(1) will be allowed to apply for the posts identified for PWBD category provided that they have benchmark disability of equal to or more than 40%. The Committee


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felt that this was important especially in the context of the fact that the Institute is an apex tertiary patient care centre. However, it will be explicitly stated in the recruitment notice that all such candidates after they qualify the written examination/interview, will be subjected to medical examination by a medical board constituted by AIIMS, New Delhi. This board will assess the suitability of short listed candidates in terms of his/ her physical capability and only if the board is satisfied that the person is suitable for the post, only then he/ she will be finally selected.


Final recommendations of the committee regarding various posts identified to be suitable for PWBD in direct recruitment and promotions are attached at Annexure-I, II & III.

The meeting ended with vote of thanks to the Chair.

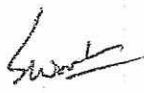
  
(DR. MANISH SONEJA)  
MEMBER

  
(DR. ROHIT BHATIA)  
MEMBER


  
(DR. ALOK THAKUR)  
MEMBER

  
(DR. SANJAY KUMAR ARYA)  
MEMBER

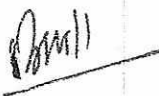
  
(DR. RADIKA TANDON)  
MEMBER


  
(DR. SANJAY WADHWA)  
MEMBER

  
(DR. R.K. CHADDA)  
MEMBER

  
(DR. SUMAN JAIN)  
MEMBER

  
(DR. SUJATA SATPATHY)  
MEMBER

  
(SH. B.S. GILL)  
MEMBER-SECRETARY

  
(SH. SUBHASISH PANDA)  
CHAIRMAN

**Group- 'A' posts identified / reviewed for Persons with Benchmark Disabilities**

Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d	e	
					ID	MD	
Registrar	A	LV	HH	OA, OL, ,BL AAV, Dw, LC (BL, OA, OL)			
Sr. Scientific Officer	A	LV	HH	OA, OL, AAV, Dw, BL, LC (OA, OL, BL)	MI		
General Duty Medical officer	A			OL, DW, AAV, LC			
BTO/Chief Medical Officer	A			OL, DW, AAV, LC			
Assistant Blood Transfusion Officer	A			OL, DW, AAV, LC			
Sr. Technical Officer (E&M)	A		HH	OL, AAC, Dw, LC (OL)	MI		
Sr. Technical Officer (Histo.)	A	LV	HH	OA, OL, AAV, Dw, LC (OA, OL)	MI		
Scientist-I to IV	A	LV	HH	OA, OL, BL AAV, Dw, LC (BL, OA, OL )	MI		
Chemist	A	LV	HH	OA, OL, BL AAV, Dw, LC (BL, OA, OL )	MI		
Biochemist	A	LV	HH	OA, OL, BL AAV, Dw, LC (BL, OA, OL )	MI		
Sr. Chemist	A	LV	HH	OA, OL, AAV, Dw, LC (OL, OA)	MI		
Sr. Biochemist	A	LV	HH	OA, OL, AAV, Dw, LC (OL, OA)	MI		
Veterinary Officer	A	LV	HH	OA, OL, AAV, Dw, LC (OL, OA)	MI		
Medical Physicist	A	LV	HH	OA, OL, AAV, Dw, LC (OA, OL)	MI		
Tutor in Nursing/Senior Nursing Tutor	A			OL, AAV, Dw, LC (OL)			
Cytoscreener	A		HH	OA, OL, AAV, Dw, LC (OA, OL)			
Senior Technical Editor	A		HH	OL, AAC, Dw, LC (OL)			MD from amongst A to C
Senior Veterinary Officer (Surgeon)	A		HH	OL, AAV, Dw, LC (OL, OA)			
Educational Media Generalist	A	LV	HH	OA, OL, BL AAV, Dw, LC (BL, OA, OL)			MD from amongst A to C

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Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d	e	
					ID	MD	
Educationalist	A	LV	HH	OA, OL, BL AAV, Dw, LC (BL, OA, OL)	Autism		
Welfare Officer	A	LV	HH	OA, OL, BL AAV, Dw, LC (BL, OA, OL)	SLD		

**ABBREVIATIONS:**

VI= Visually Impaired; B=Blind, LV=Low Vision.

HI= Hearing Impaired; D= Deaf; HH= Hard of Hearing

LD= Locomotors Disabilities: OA=One Arm, BA=Both Arms, OAL=One Arm and One Leg, BLA=Both Legs & Arms, OL=One Leg,

BL=Both Leg, LC= Leprosy Cured, Dw= Dwarfism, AAV=Acid Attack Victims;

Intellectual Disabilities; MD= Multiple Disabilities.


  
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## Group - 'B' posts identified / reviewed for Persons with Benchmark Disabilities

Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d	e	
					ID	MD	
Vocational Counsellor	B	LV		OA, OL, AAV, BL, Dw, LC (OA, OL, BL)	SLD		
Programmer	B	LV	D,HH	OA, OL, BL AAV, Dw, LC (BL, OA, OL)	MI		
Nursing Officer	B			OL, AAV, Dw, LC (OL)			
Assistant Store Officer	B	LV	HH	OA, OL, BL, Dw, AAV, LC (OA, OL, BL)	MI		
Assistant Dietician	B	LV	HH	OA, OL, BL, Dw, AAV, LC (OA, OL, BL)	MI		
Jr. Hindi Translator	B	LV	HH	OA, OL, BL, Dw, AAV, LC (OA, OL, BL)	ASD, MI		
Medical Social Service Officer Grade-II	B	LV		OA, OL, BL, Dw, AAV, LC (OA, OL, BL)	SLD		
Junior Engineer (Civil/ Electrical/ AC& Ref .	B		HH	OA, OL, Dw, AAV, LC (OA, OL)	MI		
Publication Assistant (Hindi/English)	B	LV	HH	BL, OA, OL, Dw, AAV, LC (BL, OA, OL)	MI, ASD		
Librarian Grade-III	B	LV	HH	OA, OL, BL, Dw, AAV, LC(OA, OL & BL)	MI		
Perfusionist	B			OL, AAV, Dw, LC(OL)	MI		
Jr. Physiotherapist/ Occupational Therapist	B	LV	HH	OL, Dw, AAV, LC(OA)	SLD		
Technician (Radiology)	B		HH	OL, Dw, AAV, LC (OL)	ASD, MI		

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Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d ID	e MD	
Statistical Assistant	B	LV	HH	OL, BL, Dw, AAV, LC (OL, BL)		ASD, MI	
MLT	B	LV	HH	OA, OL, BL, AAV, Dw, LC (OA, OL, BL)			
AIDS Educator-Cum-Counsellor	B	LV		OL, AAV, Dw, LC (OL)		SLD	
Public Health Nurse	B			OL, AAV, Dw, LC (OL)			
Assistant Manager (HRD)	B						
Store Keeper	B		HH	OA, OL, BL, Dw, AAV, LC (OA, OL, BL)			
Transplant Coordinator	B			OL, AAV, Dw, LC (OL)			
Bariatric Coordinator	B			OL, AAV, Dw, LC (OL)			
Donor Organizer	B			OL, AAV, Dw, LC (OL)			
Epidemiologist	B			OL, AAV, Dw, LC (OL)			
Genetic Counselor	B			OL, AAV, Dw, LC (OL)			
Ophthalmic Technician Grade I	B		HH	OL, AAV, Dw, LC (OL)			
Quality Control Manager	B	LV	HH	OA, OL, BL, AAV, Dw, LC (OA, OL, BL)			
Life Guard	B						
Physical Training Instructor	B					SLD	
Yoga Instructor	B					SLD	

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Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d	e	
					ID	MD	
Technical Assistant (ENT)	B	LV	HH	OA, OL, BL, AAV, Dw, LC (OA, OL, BL)			
Technician (Radio-Therapy) Grade II	B		HH	OL, Dw, AAV, LC (OL)	ASD, MI		
Social Psychologist	B	LV		OA, OL, AAV, BL, Dw, LC (OA, OL, BL)	SLD		

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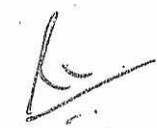

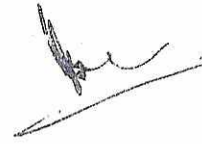

**HI= Hearing Impaired; HH= Hard of Hearing; D= Deaf**

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**BL=Both Leg; LC= Leprosy Cured, Dw= Dwarfism, AAV=Acid Attack Victims ; Mdy= Muscular Dystrophy**

**Intellectual Disabilities: ASD= Autism Spectrum Disability, SLD= Specific Learning Disability, MI= Mental Illness;**

**MD = Multiple Disabilities**

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**Group - 'C' including erstwhile Group 'D' posts identified / reviewed for Persons with Benchmark Disabilities**

Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d	e	
					ID	MD	
OTA	C			OL, AAV, LC (OL)			
Assistant Warden	C	LV	HH	OL, OA, AAV, Dw, LC(OL,OA)	SLD		
Data Entry Operator Gd.-A	C	LV	D, HH	OL, BL, Dw, AAV, LC (OL, BL)	ASD, MI		
Sanitary Inspector Grade-II	C		HH	OA, OL, AAV, Dw, LC (OA, OL)	ASD, SLD, MI		
Dispatch Rider	C			AAV			
Driver Ordinary Grade	C			AAV			
Pharmacist Grade-II	C		HH	OA, OL, BL, AAV, Dw, LC (OA, OL, BL)	ASD, SLD		
Jr. MLT	C		HH	OA, OL, AAV, Dw, LC (OA, OL)	ASD		
Jr. Admn. Assistant	C	LV	HH	OL, BL, AAV, Dw, LC(OL, BL)	ASD		
Jr. Photographer	C		D, HH	OL, Dw, AAV, LC (OL)	ASD, SLD, MI		
Receptionist	C	LV		OA, OL, BL, Dw, AAV, LC (OA, OL, BL)	ASD, SLD, MI		
Sanitary Inspector Grade-II	C		HH	OA, OL, BL, AAV, Dw, LC (OA, OL, BL)	ASD, SLD, MI		
Stenographer	C	LV		OL, BL, Dw, AAV, LC (OL, BL)	ASD, MI	MD from amongst A to D	

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Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d	e	
					ID	MD	
Library Guard	C			Dw, AAV			
Multi Purpose Worker	C			OA, OL, AAV, Dw, LC (OA, OL)	ASD, SLD, MI		
Security-cum-Fire Guard Grade-II	C			AAV			
Workshop Assistant (CWS) & Workshop Technician Grade-II (R&AL)	C		HH	AAV, OL, Dw, LC (OL)	ASD, SLD, MI		
Artist	C	LV	D, HH	OL, BL, Dw, AAV, LC (OL, BL)	ASD, SLD, ID, MI		
Dental Technician Grade-II	C		HH	OL, Dw, AAV, LC (OL)			
Deputy General Manager (Cafeteria)	C	LV	HH	OA, OL, BL, Dw, AAV, LC (OA, OL, BL)	ASD, SLD		
ECG Assistant	C		HH				
Library Attendant Grade II	C	LV	HH	OL, OA, AAV, Dw, LC(OL,OA)	SLD		
Nuclear Medicine Technologist	C	LV	HH	OA, OL, AAV, Dw, LC (OA, OL)			
Projectionist Grade II	C		HH	OL,Dw, AAV, LC (OL)	ASD, SLD, MI		

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Intellectual Disabilities: ASD= Autism Spectrum Disability, SLD= Specific Learning Disability, MI= Mental Illness;

MD = Multiple Disabilities

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Group 'C' Promotional posts identified / reviewed for Persons with Benchmark Disabilities at AIIMS, New Delhi

Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d	e	
					ID	MD	
Workshop Technician Grade I (CWS)	C		HH	AAV, OL, Dw, LC (OL)	ASD, SLD, MI		
Workshop Technician Grade II (CWS)	C		HH	AAV, OL, Dw, LC (OL)	ASD, SLD, MI		
Dental Technician Grade I	C		HH	OL, Dw, AAV, LC (OL)			
Deputy Warden	C	LV	HH	OL, OA, AAV, Dw, LC(OL,OA)	SLD		
Assistant Warden	C	LV	HH	OL, OA, AAV, Dw, LC(OL,OA)	SLD		
Junior Warden	C	LV	HH	OL, OA, AAV, Dw, LC(OL,OA)	SLD		
Junior Medical Record Officer	C	LV			ASD		
Medical Record Technician	C	LV			ASD		
Medical Record Attendant Grade I	C	LV			ASD, MI, SLD		
Workshop Technician Grade I (R&AL)	C		HH	AAV, OL, Dw, LC (OL)	ASD, SLD, MI		
Senior Steward	C	LV					
Steward	C	LV					
Driver Grade I	C			AAV			
Driver Grade II	C			AAV			
Library Attendant Grade I	C	LV	HH	OL, OA, AAV, Dw, LC(OL,OA)	SLD		
Library Attendant Grade II	C	LV	HH	OL, OA, AAV, Dw, LC(OL,OA)	SLD		

Name of the Cadre/Post	Group	Categories of Disabled suitable for jobs					Remarks
		A	B	C	D		
		VI	HI	LD	d	e	
					ID	MD	
Security-cum-Fire Jamadar	C			AAV			
Security-cum-Fire Guard Grade I	C			AAV			
Sr. Admin. Assistant	C	LV	HH	OL, BL, AAV, Dw, LC(OL, BL)	ASD		
Jr. Admin. Assistant	C	LV	HH	OL, BL, AAV, Dw, LC(OL, BL)	ASD		
Data Entry Operator Grade B	C	LV	D, HH	OL, BL, Dw, AAV, LC (OL, BL)	ASD, SLD, MI		
Technical Assistant (O.T.)	C			OL, AAV, Dw, LC (OL)			
Sanitary Inspector Grade I	C		HH	OA, OL, AAV, Dw, LC (OA, OL)	ASD, SLD, MI		
Health Assistant	C			OA, OL, AAV, Dw, LC (OA, OL)	ASD, SLD, MI		
Reprographic Technician	C				ASD, MI		

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